

DEPARTMENTAL BUDGET INFORMATION

HUMAN RIGHTS (29)

MISSION

To remove discriminatory barriers through innovative, high-quality, customer-driven programs, and to foster economic opportunity and empowerment practices that benefit Detroit residents, visitors, and the entrepreneurial sector of the local economy.

DESCRIPTION

Human Rights is responsible for the monitoring of vendor workforces for companies seeking City contract awards or tax abatement relief to ensure equitable representation of minorities and females consistent with local, state and federal equal employment opportunity policies. This includes review of City of Detroit department labor forces for equal employment opportunity compliance. The department also administers and enforces Executive Order No. 4 (Detroit-Based and Small Business Program) and Executive Order No. 22 (Employment of Local Labor on Publicly Funded Projects). Human Rights refers and/or accepts for investigation, complaints alleging discrimination.

CORE SERVICES

Neighborhood Stabilization and Improvements

The Human Rights Department facilitates the creation of employment and training opportunities for Detroit residents. We initiate the expanded use of Detroit-based, small, minority, and women owned businesses. These efforts create career opportunities for Detroit employees and business leaders alike, and in turn, build the stable, contributing resident base that is essential for long-term neighborhood stabilization and improvement.

By removing discriminatory barriers the Human Rights Department enables citizens to more effectively contribute to neighborhood stabilization and improvement.

Internal Services: Finance, Law and Human Resources

The Human Rights Department improves internal services by increasing our effectiveness through efficient Executive Order 22 clearances and Executive Order 4 certifications.

MAJOR INITIATIVES

We are implementing and promoting a new M/WBE Certification. While this will entail much work and it will greatly increase the value of our Certified Business Register and our potential to diversify and strengthen the local economy.

Our growing responsibility to promote diversity in the private sector combines our efforts to creates links between the City and the business community and the time consuming work of auditing private efforts to build diversity.

The HRD will create an Information Network to link Detroit residents and businesses with career training and businesses opportunities. We will be doing extensive outreach to inform the Detroit residential and business community about employment, training and business opportunities. It will also increase awareness of civil & human rights, and help foster diversity.

The HRD has a new Mediation / early dispute resolution program. The HRD plans

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to enhance our complaint violation services by including an Appeal and Default Complaint Violation process in collaboration with the City Law Department.

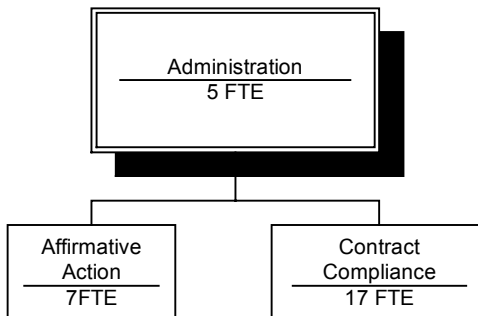
The HRD will establish better ways of partnering with the disabled community and spearheading better access to City services.

PLANNING FOR THE FUTURE

The Human Rights Department will continue to explore the development of new databases to improve efficiency and to link

HRD programs to obtain data and reports that will help us further Detroit's equal opportunity and economic goals.

The SE Mich. economic and construction boom will create more need for certification, compliance review, and proactive outreach and partnerships. As job and business opportunities increase, the need for the Human Rights Department to ensure that Detroit achieves its potential within the boom will increase even more.



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PERFORMANCE GOALS, MEASURES AND TARGETS

Goals: Measures	1999-00 Actual	2000-01 Projection	2001-02 Target
Establish, promote, and facilitate partnership by creating linkages between the activities of our agency and the needs of our customer base the residents, businesses, and visitors to the City: Meetings to partnership with community groups	7	6	10
Maximize Detroit residents, minorities and females in construction trades: Number of projects monitored	171	122	150
Improve Detroit-based small business participation in City contracts: DBSB certified businesses	215	225	275
Promote minority & women owned business enterprises: M/WBE certified businesses	NA	35	300

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EXPENDITURES

	1999-00		2001-02		
	Actual	2000-01	Mayor's	Variance	Variance
	Expense	Redbook	Budget Rec		Percent
Salary & Wages	\$ 867,841	\$ 1,248,728	\$ 1,212,609	\$ (36,119)	-3%
Employee Benefits	422,273	592,474	604,219	11,745	2%
Prof/Contractual	73,841	151,080	61,080	(90,000)	-60%
Operating Supplies	21,422	24,847	24,847	-	0%
Operating Services	166,385	170,800	169,725	(1,075)	-1%
Capital Equipment	(296)	-	-	-	0%
Capital Outlays	-	-	-	-	0%
Other Expenses	13,399	18,000	19,500	1,500	8%
TOTAL	\$ 1,564,865	\$ 2,205,929	\$ 2,091,980	\$ (113,949)	-5%
POSITIONS	23	29	29	0	0%

REVENUES

	1999-00		2001-02		
	Actual	2000-01	Mayor's	Variance	Variance
	Revenue	Redbook	Budget Rec		Percent
Grants/Shared Taxes	\$ -	\$ -	\$ -	\$ -	0%
Sales & Charges	104	13,500	13,500	-	0%
Contrib/Transfers	-	-	-	-	0%
Miscellaneous	-	-	-	-	0%
TOTAL	\$ 104	\$ 13,500	\$ 13,500	\$ -	0%